DOCUMENT RESUME

ED 062 284 SP 005 650

AUTHOR	Hedges, Gerald A.
TITLE	A Survey of Compensation Practices for Duties Beyond the School Day 1971-72.
INSTITUTION	Pennsylvania Univ., Philadelphia.
SPONS AGENCY	Philadelphia Suburban School Study Council, Pa.; South Penn School Study Council.
PUB DATE	Feb 72
NOTE	48p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*After School Activities; *After School Education; *Athletic Programs; *Compensatory Education; *Recreational Activities; School Activities

ABSTRACT

This document is a study conducted in 1971 involving five study council groups and 55 school districts in Pennsylvania. A survey was made to obtain data concerning the compensation of professional personnel for extra-curricular duties. The survey was concerned with three questions: a) frequency distribution, b) all salaries by position, and c) high salary paid and by district. Results in the boys' athletic section showed 1,593 coaches earning a mean compensation of $532. In the final section on non-athletic activities, compensation for advising or directing activities, directors of instrumental music (primarily band directors) and yearbook advisors were the highest paid, with mean compensations of $585 and $434 respectively. (MJM)

ED 062284

Philadelphia Suburban School Study Councils - Group A, B, C, E

&

South Penn School Study Council - Group D

A SURVEY OF COMPENSATION PRACTICES FOR DUTIES BEYOND THE SCHOOL DAY 1971-72

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

by

Gerald A. Hedges, Graduate Assistant
Center for Study Councils, University of Pennsylvania
Philadelphia, Pennsylvania
February 1972

3 P005650

INTRODUCTION

Despite increased interest in the matter of professional compensation in education, relatively little attention has been focused on the extra pay awarded to professionals for services in extra-curricular activities. Accordingly, a survey of the practices relating to compensation of professional personnel for extra duty was made in the school districts which were members of the five school study councils sponsored by the University of Pennsylvania. It is hoped that this survey will help to provide information to school directors and administrators for the development of policies and plans for dealing with this important area of the personnel function.

In 1968-69, a survey of extra duty pay was made by the Study Council Office, containing much useful information. In the spring of 1971, the superintendents of ~~Study~~ Council Group B recommended that a similar study be undertaken to provide up-to-date data in this matter. Subsequently, all five council groups agreed to participate. Fifty-five school districts, listed on the next page, provided data for the survey.

I would like to acknowledge the assistance of Dr. Matthew J. Pillard, Executive Director of the Center for Study Councils, whose advice and encouragement made this survey possible. I would also like to thank the following for their input in the design of the questionnaire: Dr. Dale Tyson, Superintendent, Great Valley; Dr. Charles M. Micken, Superintendent, Downingtown Area; Dr. Forrest R. Schaeffer, Superintendent, Kennett Consolidated; Dr. Robert N. Grove, Superintendent, Springfield (Delco); and Mr. John V. Reilly, Director of Personnel, Tredyffrin-Easttown. I would also like to express my appreciation to the personnel in the fifty-five participating districts for their help in supplying data.

I hope that the information provided in this survey will be of practical value to school administrators in the decision-making processes necessary to insure equitable compensation for professional personnel.

Gerald A. Hedges, Graduate Assistant
Center for School Study Councils

TABLE OF CONTENTS

SECTION	PAGE
Introduction	ii
List of Participating Districts	iv
PART I : AN OVERVIEW OF COMPENSATION FOR EXTRA DUTY	1
PART II: BOYS' ATHLETICS	6
Frequency Distribution, All Salaries by Position	7
High Salary Paid, by District	10
PART III: GIRLS' ATHLETICS	22
Frequency Distribution, All Salaries by Position	23
High Salary Paid, by District	25
PART IV : NON-ATHLETIC ACTIVITIES	31
Frequency Distribution, All Salaries by Position	32
High Salary Paid, by District	35

DISTRICT	GROUP	ABBREVIATION
Boyertown	B	B
Cheltenham	A	C
Chester	E	Che
Chichester	E	Chi
Coatesville Area	B	CA
Collingdale	B	Col
Cornwall-Lebanon	D	CL
Darby-Colwyn	A	DC
Darby Township	B	DT
Derry Township	D	Der
Downingtown Area	B	DA
Gettysburg	D	Gb
Governor Mifflin	E	GM
Great Valley	B	GV
Hanover Borough	D	Han
Hatboro-Horsham	C	HH
Haverford	A	H
Jenkintown	C	J
Kennett Consolidated	B	K
Lansdowne-Aldan	A	LA
Lebanon	D	Leb
Lower Merion	A	LM
Marple-Newtown	E	MN
Mechanicsburg	D	Mec
Methacton	C	Met
Norristown	A	N
North Penn	C	NP
Owen J. Roberts	E	OJR
Oxford	B	Ox
Penn Delco	E	PD
Perkiomen Valley	C	PV
Phoenixville	E	Ph
Pottsgrove	C	Pg
Pottstown	B	P
Radnor	A	R
Ridley	B	Ri
Rose Tree-Media	E	RTM
Sharon Hill	B	SH
Shippensburg	D	Spg
Souderton	C	So
Springfield Delco	B	SD
Springfield Montco	A	ST
Spring-Ford	C	SF
Tredyffrin-Easttown	B	TE
Upper Adams	D	UA
Upper Darby	A	UD
Upper Dublin	C	UDb
Upper Merion	E	UM
Upper Perkiomen	C	UP
Wallingford-Swarthmore	A	WS
Waynesboro	D	Way
West Shore	D	WSh
Wilson	C	Wil
Wissahickon	C	Wis
Yeadon	E	Y

PART I

AN OVERVIEW OF COMPENSATION FOR EXTRA DUTY

One does not have to look very carefully at the tables in this document to confirm the commonly-held notion that a wide range of practices exists with regard to the payment of professional personnel for extra duty. Consider the fact that in the year 1971-72 the starting salaries for teachers in the districts comprising the Study Councils range from $6400 to $8100, with the majority between $7000 and $7400; compare this with the ranges of compensation for selected head coaches of boys' athletics, as indicated below:

Football-	$715 - $2178
Baseball-	$365 - $1050
Basketball-	$630 - $1485

While the percentage difference in teachers' starting salaries from the bottom to the top of the range is 26.6%, that of varsity football coaches is 204.6%, varsity baseball coaches 187.7%, and varsity basketball coaches 135.7%.

Comparison of other data relative to both teachers' salaries and extra-duty pay shows that base salaries have not increased over the last three years as rapidly as have extra payments. Median salaries of teachers and of selected coaches are shown below.

	1968-69	1971-72	% Increase
All Teachers, Penna. Sample	$7868	$9540	21.3
Head Football Coaches	1000	1300	30.0
Head Baseball Coaches	445	650	46.1
Head Basketball Coaches	750	1000	33.3

(Data taken from Economic Aspects of Public Education in Pennsylvania 1968-69 and Economic Aspects of Public Education in Pennsylvania 1971-72, Educational Research and Service Bureau, Graduate School of Edcuation, University of Pennsylvania, and from A Survey of Compensation Practices for Duties Beyond the School Day 1968-69, Philadelphia Suburban School Study Council.)

There is some indication that extra-duty pay is likely to increase as the impact of Act #195 becomes more pervasive in Pennsylvania. The major thrust of most teachers' organizations has been in the direction of higher salaries. Coupled with this trend has been the movement toward greater parity among districts in a given geographic area. The wide variation in extra-duty pay schedules may well receive special attention in future bargaining.

The situation in education regarding what is essentially overtime pay presents a contrast to that in industry. Workers in industry receive time-and-a-half, double time, even triple time for work performed in addition to their basic jobs, while some analysis of extra-duty pay for teachers shows that, if anything, the pay is less. For example, if a teacher is paid $32.00 for an eight-hour day, his hourly rate is $4.00. Head varsity wrestling coaches in this survey received a mean yearly compensation of $809 for an average of

241 hours beyond the school day, yielding an hourly rate of $3.36. Head coaches of girls' varsity lacrosse received a mean compensation of $481 per year for an average of 141 hours beyond the school day, or $3.41 per hour. When the salaries of assistants are considered, the rate is even lower.

A detailed analysis of compensation to boys' varsity wrestling coaches and to girls' varsity lacrosse coaches is given below. Boys' wrestling and girls' lacrosse were selected for analysis because payment for head coaches in these sports is neither the highest nor the lowest for major varsity sports.

Head Coach, Varsity Wrestling (N = 46)

	Reimbursement			Time Beyond School Year		No. of Students
	Minimum	Maximum	Actual	Hours	Days	Involved
High	$1067	$1520	$1200	400	52	78
Median	641	945	845	220	6.5	40
Low	360	525	350	105	0	15
Mean	642	969	809	241	10.6	41

Head Coach, Varsity Lacrosse (N = 32)

	Reimbursement			Time Beyond School Year		No. of Students
	Minimum	Maximum	Actual	Hours	Days	Involved
High	$582	$900	$800	200	21	80
Median	400	620	478	140	0	40
Low	200	300	200	67	0	16
Mean	388	575	481	141	2.6	46

If these figures are typical, it is apparent that while the mean number of students involved in the programs is approximately the same, the amount of time and money which school districts devote to boys' athletics is greater than for girls' athletics. Questionnaire responses indicate that most districts have a far more comprehensive schedule of extra pay for boys' athletics as well. Some districts have as many as twelve varsity interscholastic sports for boys and six for girls, while others have only two or three for boys and intramural sports for girls. Additionally, senior high school programs are invariably more elaborate that junior high programs, in both athletics and non-athletic activities.

The survey included 2,081 coaches, not counting those for intramurals and for sports represented in a few districts and lumped under "Other." These 2,081 earn a mean compensation of $492 per year. It is understood that the number of individuals involved in the sports programs is less that 2,081. For instance, if one person coaches both football and basketball, he is counted under both categories.

Perhaps central to the purpose of the survey is the information gleaned from Part I of the questionnaire. Part I asked the reporting district to indicate how they decided on the amount of extra reimbursement. Comparison with the results of a similar questionnaire in 1968-69 shows the following points of special interest:

1) An increase has occurred in the number of districts using a point system or unit system to determine the amount of extra pay, from 22 of 54 in 1968-69 to 33 of 55 in 1971-72.

2) A wider diversity of personnel has become involved in the negotiations concerning the schedule. For instance, the number of districts reporting that principals are involved in negotiations rose from 9 to 31, assistant superintendents from 6 to 23, directors of athletics from 5 to 33.

3) For the first time, the participation of teachers' unions and professional negotiators was noted. Although only two unions and two negotiators were reported, it appears that future negotiations will include both agents more frequently.

RESPONSES TO QUESTIONNAIRE, PART I

QUESTION & ANSWER	STUDY COUNCIL A	B	C	D	E	TOTAL DISTRICTS
1. Do you have a formal written schedule for all positions?						
Yes.....	10	13	11	6	8	48
No.....	0	0	0	4	2	6
2. Do you use a unit or point system?						
Yes.....	8	11	7	2	5	33
No.....	2	2	5	8	5	22
3. Factors in estimating position value						
No. days....	8	11	8	6	5	38
No. partic..	8	9	8	5	4	34
Responsib....	7	10	7	5	5	34
Pressure....	7	9	7	4	3	30
Experience..	7	7	6	5	3	28
No.Contests.	5	7	4	6	4	26
Training....	3	3	4	3	4	17
Other.....	1	2	1	0	0	4
4. Is there a max. number of units?						
Yes.....	6	8	1	2	4	22
No.....	1	3	6	0	1	11

CONTINUED NEXT PAGE

QUESTION & ANSWER	STUDY COUNCIL A	B	C	D	E	TOTAL DISTRICTS
4. (Cont.) Does compensation vary according to experience?						
Yes.....	6	5	5	3	4	23
No.....	1	6	2	0	2	11
5. Other types of compensation?						
None.....	7	8	7	8	6	36
Reduced class load	2	4	3	0	3	12
Less supervisory....	1	1	4	1	1	8
Shorter day.	0	1	1	0	0	2
Rel. Time, Fac. Mtgs..	1	0	0	1	1	3
Other.....	0	0	1	0	1	2
6. Is your schedule negotiated?						
Yes.....	9	12	9	3	6	39
No.....	1	1	2	6	3	13
7. Those involved in developing the schedule						
Supt.....	8	11	9	7	7	42
Ath. Dir....	6	9	8	5	5	33
Sch. Board..	6	7	6	7	7	33
Coach(es)...	6	10	7	5	4	32
Prin(s).....	6	9	5	5	6	31
Local ed'l assn.....	8	10	7	2	6	31
Asst. supt..	7	4	6	2	4	23
Teacher(s)..	3	7	7	0	2	19
Negotiator..	1	1	0	0	0	2
Union.....	0	0	1	1	0	2
Other.....	2	4	1	0	1	8

Part II of the questionnaire asked for specific data on minimum and maximum reimbursement, actual reimbursement, number of hours total beyond the school day, number of extra days beyond the school year, number of hours compensatory time, and number of students involved in a particular sport or activity. Data was given for both junior and senior high schools. Data from Part II are summarized in the following sections:

Part II - Boys' Athletics
Part III - Girls' Athletics
Part IV - Non-Athletic Activities

PART II

BOYS' ATHLETICS

Summary

In the districts reporting, there were 1,593 coaches involved in boys' athletics, earning a mean compensation of $532. These figures include the following:

- 449 varsity head coaches, mean compensation $693;
- 467 varsity assistants and junior varsity coaches, mean compensation $580;
- 332 junior high head coaches, mean compensation $462; and
- 345 junior high assistants, mean compensation $324.

Throughout Parts II and III, senior high assistants include junior varsity coaches.

The number of coaches above does not include intramurals and the sports which have been grouped under "Other".

Frequency Distribution, All Salaries By Position

BOYS' ATHLETICS

	Baseball		JrHi Baseball		Basketball		JrHi Basketball		
Salary Range	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.	Bowling
$1400-1499					2				
1300-1399					4				
1200-1299					4				
1100-1199					9				
1000-1099	2				10				
900-999	5				10	4			
800-899	4				5				
700-799	9	2	2		5	10	6		
600-699	14	3	2		2	14	7	1	
500-599	9	13	5			24	14	2	
400-499	3	21	16	3		9	20	8	
300-399	1	12	17	10		4	15	31	4
200-299		6	7	24			1	24	6
100-199				6			1	3	2
Under $100			1					1	
TOTALS	47	57	50	43	51	65	64	70	12
High	$1050	770	735	480	1485	975	778	600	390
Low	365	200	78	100	630	300	113	52	100
Median	650	450	395	280	1000	560	450	300	275
Mean	682	446	411	274	1015	590	481	314	260

* *

	X-Country		Var. Football		JrHi Football		Wt. Football	
Salary Range	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.
Above $1800			4					
$1700-1799			2					
1600-1699			2					
1500-1599			4					
1400-1499			7					
1300-1399			7					
1200-1299			8	1				
1100-1199			4	1				
1000-1099			4	8	1			
900- 999			7	30	1			
800- 899				35	5			
700-799	1		1	39	8	1		
600-699	3			31	14	6	4	
500-599	6			16	11	11	1	
400-499	13			11	11	27	11	1
300-399	12	1			8	43	13	8
200-299	7				1	10	2	2
100-199	1	1						4
Under $100					2			
TOTALS	43	2	50	174	62	98	31	15
High	$770	360	2178	1250	1076	725	600	436
Low	150	198	715	150	90	200	250	180
Median	400	279	1300	750	585	360	420	300
Mean	407		1312	747	565	397	427	292

Frequency Distribution, All Salaries By Position

BOYS' ATHLETICS (CONT.)

Salary Range	Golf	Gymnas-tics	Soccer Head	Soccer Asst.	JrHi Soccer Head	JrHi Soccer Asst.	Swimming Head	Swimming Asst.
$1000-1099			1					
900- 999			2				1	
800- 899			3	1			2	
700- 799		3	7	3			1	
600- 699	1		6	2	1		1	
500- 599	2	1	5	8	8		6	2
400- 499	12	3	2	10	11	4	5	1
300- 399	12	3		8	15	11	2	2
200- 299	9	1		4		15		
100- 199	1	2				4		
Under $100								
TOTALS	37	13	26	36	35	34	18	5
High	$600	737	1000	810	600	480	975	520
Low	100	140	420	200	300	100	360	300
Median	374	400	698	475	400	286	557	400
Mean	367	429	698	465	423	288	573	414

* *

Salary Range	Tennis Head	Tennis Asst*	Track Head	Track Asst.	JRHi Track Head	JRHi Track Asst.	Indoor Track Head	Indoor Track Asst.
$1000-1099			1					
900- 999			7					
800- 899			4	1				
700- 799	1		9	1	1		2	
600- 699	3	1	15	2	5		2	
500- 599	3		8	16	6		2	
400- 499	12	1	3	24	14	5	3	2
300- 399	9	3	2	14	17	18	5	2
200- 299	8	1		4	5	18	4	2
100- 199	2	2		1		6	1	
TOTALS	38	8	49	63	48	47	19	6
High	$700	600	1045	800	702	480	770	455
Low	100	105	300	180	200	150	142	231
Median	393	308	649	450	413	300	392	350
Mean	394	321	679	448	422	289	434	342

*Note: Asst. Here includes junior high.

Frequency Distribution, All Salaries By Position

BOYS' ATHLETICS (CONT.)

Salary Range	Wrestling Head	Wrestling Asst.	JrHi Wrestling Head	JrHi Wrestling Asst.	Other*	Intramurals Sr. Hi.	Intramurals Jr. Hi.
$1200-1299	2				1	1	
1100-1199	2						
1000-1099	6						
900- 999	10				1		
800- 899	5						
700- 799	7	5	3		5		
600- 699	5	10	4				
500- 599	6	7	6	1	3	5	1
400- 499	2	16	15	5	5	8	5
300- 399	1	8	9	9	2	1	8
200- 299		4	3	18	8	5	21
100- 199		1	2	5	6	23	23
Under $100						4	11
TOTALS	46	51	42	38	31	47	69
High	$1200	778	740	500	1250	1263.24	588
Low	350	160	160	100	100	60	55
Median	845	475	435	285			
Mean	809	486	448	302			

* *

Salary Range	Athletic Dir. Sr. Hi.	Athletic Dir. Jr. Hi**	Faculty Mgr. Sr. Hi.	Faculty Mgr. Jr. Hi**	Equip. Mgr. Sr. Hi.	Equip. Mgr. Jr. Hi.	Trainer Sr.Hi.#	Trainer Jr. Hi.
Over $1800	1							
$1700-1799								
1600-1699	2							
1500-1599	1		1					
1400-1499	1		1					
1300-1399	3						1	
1200-1299	4		2	1				
1100-1199			1	1	1		1	
1000-1099	5	1	1				1	
900- 999	2	1	2		5			
800- 899	2		1	1	1			
700- 799				2			3	
600- 699	1	2	2		1	2		
500- 599	2	2	3	3	3	1	4	
400- 499	1	2		1	2		3	1
300- 399		2	2	7	1	1		
200- 299		2		1		2		
100- 199						3		
TOTALS	25	12	16	17	14	9	13	1
High	$2100	1000	1520	1215	1100	670	1300	
Low	495	264	300	220	342	180	400	
Median	1080	440	887	405	722	225	585	400
Mean	1128	527	863	551	715	349	696	

*Note: Other includes crew, lacrosse, rifle, volleyball, and miscellaneous support.

**Note: Junior High includes some senior high assistants.

#Note: Trainer includes one team physician.

High Salary Paid

BOYS' ATHLETICS

District	Baseball Head	Baseball Asst.	Baseball Jr.Hi.	Baseball Jr.Hi.A.	Basket-ball Head	Basket-ball Asst	Basket-ball J.H.	Basket-ballA.	Bowling
B	$1050	$770	$735	$487	$1155	$	$770	$520	$
Che	775	550	300		1200	675	350	300	
Chi	600	500	300	200	700	500	500	300	
CA	975	569	325	260	1300	975	390	250	
Col	608	406			836	558			
CL					1050	675			
DC	700	350	450		1000	500	600	300	
DT	575	400			900	550	450	350	
Der	525	350			1000	600	600	500	
DA	648	330	360	180	1008	528	432	240	
Gb	500	300			800	500	500	300	
GM	550	400	350	250	900	550	400	350	200
GV	671	510	340	240	630	477	432	380	
Han	365	270			935	660	495	365	
HH	770	490	350	280	1400	560	420	350	280
H	704	502	490	294	1171	653	756	490	302
J					1100	700	550	400	100
K	600	450			750	550	450	350	
LA	737	363	363	290	1053	508	417	290	
Leb	650	400			1200	700	700	450	
LM	865	670	580	480	1350	965	580	480	285
MN	900	720	480	280	960	720	540	350	
Mec	450	350			900	500	500	350	
Met		465	300		1060	500	410	295	
NP	900	525	525	300	975	585	525	240	
OJR	740	520	690	470	1010	640	690	470	
Ox	522	412			715	495			
PD	600	450	400	100	850	550			
PV	400	240			700	420	200	150	
Ph	750	500	425	300	1100	600	425	300	
P	640	484	434	234	1152	590	434	200	

CONTINUED NEXT PAGE

High Salary Paid

BOYS' ATHLETICS (Cont.)

District	Baseball Head	Baseball Asst.	Baseball J.H.	Baseball J.H.A.	Basket. Head	Basket. Asst.	Basket. J.H.	Basket. J.H.A.	Bowling
R	$1000	$600	$600	$	$1350	$900	$600	$600	$
Ri	726	495	594	429	1221	726	594	429	330
RTM	560	465	335	260	910	685	475	360	
SH	825	550			1125	750	350	230	
Spg	600				800	350	450	300	
So	528	286	720	352	936	528	640	260	
SD	840	560	440	240	1080	720	420	300	300
ST	679	475	485	291	1177	679	535	291	214
SF	778	539	478	269	718	478	778	347	
TE	680	360	275	225	1000	375	600	312	
UA	500	200			900	500	350	150	
UD	945	450	450	300	660	420	450	240	270
UDb	650	455	390	260	910	650	455	325	195
UM	910	520	455	390	1300	715	520	390	390
UP		352	285	285	1134		630	500	
Way	420	315			840	525	378	252	
WSh	600	350	450	325	1100	600	525	350	
Wil	550	350	250		1000		350	250	250
Wis	631	378	594	311	1485	965	702	419	
Y	875	440			1250	625	550	500	

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Cross Country		Football-Var.		Football-Jr.Hi.		Wt. Football	
	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.
B	$550	$	$1365	$945	$770	$630	$	$
Che	450		1200	675	350	300		
Chi	300		1100	700	500	300		
CA	650		1300	975	325	260		
Col			988	659	570	380		
CL			1300	825				
DC			1000	500	600	300		
DT			900	550	450	350		
Der	375		1200	900	600	500		
DA	360	198	960	720	594	363		
Gb	200		1000	500	600	400		
GM	400		1600	750	600	400		
GV	450		1214	770	400	300		
Han			950	660	270	215		
HH	350		1890	840	490	350		
H	402		1206	804	525	600	392	225
J			1100	775	750	725		
K	500							
LA	290		1263	737			508	436
Leb	400		1500	750	650	625		
LM	445		1725	1250	670	670	480	480
MN	400		1280	880	560	480	480	350
Mec	300		1500	900	700	550		
Met	335		1475	870	400	355	295	250
NP	360		1400	900	825	450		
OJR	620		1310	910	910	620		
Ox	440		715	495				
PD	350		950	650	425	300		
PV	200		900	720				
Ph	350		1300	850	675	450		
P	284		1352	918	768	484		

CONTINUED NEXT PAGE

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Cross Country		Football-Var.		Football-Jr.Hi.		Wt. Football	
	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.
R	$600	$	$1400	$1000	$	$	$600	
Ri	363		2178	1089	660	495		
RTM	465		1155	865	475	360		
SH			1425	950	825	350		
Spg	250		1050	550	475	300		
So	220		1700	992	704	448		
SD	520		1440	880	480	240	360	
ST	388		1261	873	642	582	428	194
SF	598		1376	973	1076	598		
TE	770		1562	990	720	480	360	300
UA	150		1150	650	350	300		
UD	450	360	1470	900	840	300	420	180
UDb	390		1040	715	585	325	325	
UM	520		1430	715	650	455	390	
UP	410		1890	1070	880	535		
Way	262		945	630	472	315		
WSh	400		1600	800	650	400		
Wil	400		1800	1000	500	400		
Wis	594		1553	1114	702	419	473	378
Y			1250	938	500	330		

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Golf	Gymas-tics	Soccer-Var. Head	Soccer-Var. Asst.	Soccer-Jr.Hi. Head	Soccer-Jr.Hi. Asst.	Swimming Head	Swimming Asst.
B	$577	$	$	$	$	$	$	$
Che		550	775	550	300			
Chi								
CA	585		812	650	325	260	975	500
Col								
CL	275		450	325			450	
DC								
DT								
Der	425						450	
DA	270							
Gb	300							
GM	400						500	350
GV	297	737	530	387	370	243		
Han	385							
HH	350	140	630	490	420	350		
H	302		780	345	375	225	558	
J	200							
K			600	450	450	200		
LA								
Leb	200							
LM	445		965	770	584	480	830	
MN	450	400	990	810	400	320	400	
Mec	200						450	300
Met	285		575	300	350	225	590	
NP	420	180	675	300	525	240	660	
OJR	470							
Ox			522	412				
PD			600	450	400	100		
PV	100							
Ph	450							
P	384							

CONTINUED NEXT PAGE

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Golf	Gymnas-tics	Soccer-Var.		Soccer-Jr.Hi.		Swimming	
			Head	Asst.	Head	Asst.	Head	Asst.
R	$600	$700	$1000	$700	$600	$	$500	$
Ri	363	726	792	561	594	429		
RTM	380	415	790	595	465	330		
SH								
Spg								
So	374		532	308	374	280		
SD	400	300	840	560	300	180		
ST	388		749	475	535	291		
SF	478							
TE	360	375	720	480	560	400	375	
UA								
UD	450	360	810	300	450	240	360	
UDb	260	455	650	455	390	260	585	
UM	455		780	520	455	390	780	520
UP							556	
Way	262		420	252				
WSh	300							
Wil	400	245	500				800	400
Wis	338		653	252	540	324	492	
Y								

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Tennis		Var. Track		Jr. Hi. Track		Indoor Track	
	Head	Asst*	Head	Asst.	Head	Asst.	Head	Asst.
B	$682	$	$975	$600	$665	$422	$	$
Che	450		450	550	300		450	
Chi			600	300	300	200		
CA	488		812	569	325	160	650	375
Col	608	406	608	406				
CL	275		450					
DC			700	350				
DT			575	400	450			
Der	425		600	400	275	275		
DA	297		648	300	396	231	231	
Gb			500	400				
GM	400		550	350	350	300		
GV	420		649	470	340	216	430	
Han	235		365					
HH	350	105	770	490	420	350	280	
H	207	138	704	558	600	360		
J	200		750		400			
K			600					
LA	290		751	508	363	290		
Leb			500	250				
LM	445	330	965	770	580	480	770	
MN	350		900	560	420	360		
Mec			500	450				
Met			750	435	350		335	
NP	325		900	455	455	260	390	260
OJR	470		910	690	640	350		
Ox	385		522	412				
PD	100		600	450				
PV			300	180				
Ph	450		750	425	500	300		
P	340		634		434	150	142	

CONTINUED NEXT PAGE

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Tennis		Var. Track		Jr. Hi. Track		Indoor Track	
	Head	Asst.*	Head	Asst.	Head	Asst.	Head	Asst.
R	$700	$ 600	$800	$600	$	$	$500	$
Ri	297		792	561	594	429	297	231
RTM	520		660	560	415	315	280	
SH			825	550	300			
Spg			600	400				
So	308		648	270	432		392	
SD	480	240	630	560	350		360	
ST	388	321	679	475	535	321		
SF	478		478	478	598	269		
TE	250		1045		420	250	720	
UA			550	200				
UD	630		945	375	630	360	300	
UDb	325		650	390	390	260	455	325
UM	455		910	520	455	390	585	455
UP	505		750	535	410	347		
Way								
WSh	300		600	350				
Wil	400		550					
Wis	594		878	567	702	419	675	405
Y								

*Note: Asst. here includes junior high.

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Var. Wrestling		Jr.Hi. Wrestling		Other*	Intramurals	
	Head	Asst.	Head	Asst.		Sr. Hi.	Jr. Hi.
B	$910	$650	$650	$385	$	$220	$325
Che							
Chi	600	300				150	
CA	975	500	200				
Col	684	456				114	
CL	350						
DC			200				
DT					150		
Der	1050	600	650	500			
DA	720	396	330	198	264	486	
Gb	500	300					
GM	750	400					
GV	460	160	495			300	
HH	1190	630	420	350	280	420	
H	948	495	375	225	703	504	
J	750	500					
K	500	250			100		
LA	581	363	363	290		1263	
Leb	525	300				550	
LM	965	770	580	480	1250		
MN	880	640	540	280		140	140
Mec	1200	700	600	450	250		
Met	835	450	410	295			
NP	900	420	455	240		210	260
OJR	1010	690	740	430			
Ox	632	468					
PD	600	450	400	100			
PV	400	240			225	180	
Ph	900	450	550	300			
P	1152	718	434	150			

CONTINUED ON NEXT PAGE

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Var. Wrestling		Jr. Hi. Wrestling		Other*	Intramurals	
	Head	Asst.	Head	Asst.		Sr. Hi.	Jr. Hi.
R	$600	$400	$	$	$297	$	$250
Ri	1056	726	594	429	726	429	
RTM	855	600	370	275		250	
SH	750	500					
Spg	800	475			500		
So	1200	462			270		
SD	720	640	330	240		400	400
ST	1067	679	485	291	214	535	
SF	987	778	634	347		96	96
TE	1080	640	480	275	450		
UA	800	350					
UD	945	360	360	240	450	180	120
UDb	715	455	390	260	390		
UM	910	520	455	390	780		
UP							
Way	525	252					
WSh	950	500	500	350			
Wil	500		250		505		
Wis	1044	584	702	419	405		
Y							

*Note: "Other" includes Crew, Lacrosse, Rifle, Volleyball, and miscellaneous support positions.

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Athletic Director		Faculty Mgr.		Equipment Mgr.		Trainer	
	Sr. Hi.	Asst.**	Sr. Hi.	Jr.Hi**	Sr. Hi.	Jr. Hi.	Sr. Hi.*	Jr. Hi.
B	$	$	$980	$	$	$	$500	$
Che			1200	750				
Chi	1200							
CA			650	325			1300	
Col								
CL	1000							
DC	1000							
DT	1250							
Der	1300				800			
DA	924	264						
Gb	1500							
GM							450	400
GV				405				
Han	550			220				
HH	2100		560	560	560		1050	
H								
J			300					
K		400						
LA								
Leb	1650	1000		500	950		700	
LM				385		670		
MN	1000		640					
Mec					500		700	
Met					1100	500		
NP	1080					225		
OJR	1650		800				1110	
Ox	880						495	
PD								
PV	600							
Ph			1200					
P	1352	340			342	192		

CONTINUED NEXT PAGE

High Salaries Paid

BOYS' ATHLETICS (CONT.)

District	Athletic Director		Faculty Mgr.		Equipment Mgr.		Trainer	
	Sr. Hi.	Jr. Hi**	Sr. Hi.	Jr. Hi**	Sr.Hi.	Jr. Hi.	Sr. Hi*	Jr. Hi.
R	$	$	$1400	$	$	$	$	$
Ri	495	957		726				
RTM		500	500					
SH								
Spg	900	300			500			
So			1520		644		558	
SD			1120	840				
ST	1391	642						
SF			1076					
TE								
UA	500							
UD	1080	675			960	600		
UDb								
UM			975	520			585	
UP	1445		513		440			
Way	892							
WSh	1200				900		500	
Wil					400		400	
Wis				1215				
Y	1250							

*Note: Trainer, Sr.Hi., includes one team physician.

**Note: Both "Jr. Hi. Ath. Dir." and "Jr. Hi. Fac. Mgr." include some Sr. High Asst. Ath. Dir. and Fac. Mgr. respectively.

PART III

GIRLS' ATHLETICS

Summary

In the districts reporting, there were 488 coaches of girls' athletics, not including intramurals and those designated "other"; their mean compensation was $362. These figures include the following:

- 191 varsity head coaches, mean compensation $449;

- 151 varsity assistants and junior varsity coaches, mean compensation $316;

- 77 junior high head coaches, mean compensation $352; and

- 69 junior high assistants, mean compensation $236.

Frequency Distribution, All Salaries By Position

GIRLS' ATHLETICS

	Basketball		JrHi Basketball		Hockey		JrHi Hockey	
Salary Range	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.
$900-999	1				1			
800-899								
700-799					2			
600-699	5	1	1		9	1	1	1
500-599	13		3		13	2	2	
400-499	20	8	3	1	17	15	5	1
300-399	7	14	12	3	4	19	13	3
200-299	2	22	10	10	1	15	9	14
100-199	1	4		11	1	5		10
TOTALS	49	49	29	25	48	57	30	29
High	$900	600	600	429	900	600	600	600
Low	125	150	214	100	125	120	200	100
Median	450	291	320	210	500	304	360	210
Mean	458	309	347	223	507	336	358	236

* *

	Lacrosse		JrHi Lacrosse		Softball		Tennis	
Salary Range	Head	Asst.	Head	Asst.	Head	Asst.*	Head	JrHi
$800-899	1							
700-799	1							
600-699	5		1	1	1			
500-599	9	2	1		2		2	
400-499	9	3	3	1	6	1	7	
300-399	5	13	6	2	6	1	13	
200-299	2	8	6	4	2	6	8	2
100-199		2	1	7		2	1	1
TOTALS	32	28	18	15	17	10	31	3
High	$800	500	600	600	627	462	505	291
Low	200	120	150	140	234	150	100	105
Median	478	318	338	210	400	252	380	291
Mean	481	325	348	256	386	261	354	229

*Note: Softball assistant here includes junior high.

Frequency Distribution, All Salaries By Position

GIRLS' ATHLETICS (CONT.)

	Swimming			Intramurals		Fac.Mgr./ Ath.Dir.	
Salary Range	Head	Asst.*	Other**	Sr. Hi.	Jr. Hi.	Sr. Hi.	Jr. Hi.
$700-799				1			
600-699	1		1				3
500-599	3		1		1	1	
400-499	5		3	1	2	2	
300-399	4	1	6	2	4	1	3
200-299	1	2	4	11	15	1	1
100-199		1	4	21	29		
Under $100				6	6		
TOTALS	14	4	19	42	57	5	7
High	$670	390	627	737	588	540	686
Low	250	114	120	50	50	200	300
Median	400	268		150	140	427	350
Mean	434	260		174	212	383	384

*Note: Swimming assistant includes junior high.
**Note: Other includes bowling, gymnastics, and track.

High Salaries Paid

GIRLS' ATHLETICS

District	Var. Basketball		Jr.Hi.Basketball		Var. Hockey		Jr. Hi. Hockey	
	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.
B	$550	$	$	$	$600	$440	$	$
Che	450	325			450	325		
Chi	400	300	300	200	500	300	300	200
CA	300	260			488	250		
Col	456	304			456	304		
CL	425	250			425	250		
DC	600		450		600		450	
DT					450	300		
Der	350	250						
DA	330	240	324	231	396	288	252	150
Gb								
GM	400	250			400	250		
GV	510	369	320	198	594	440	372	310
Han	125				125			
HH	420	280	280	210	581	427	280	210
H	504	360	392	225	603	402	392	294
J	400		350		750	500	400	
K	500	350			500	400		
LA	472	218	218	182	508	290	378	230
Leb	400				400			
LM	670	480			670	480		
MN	420	250	320	270	560	350	360	240
Mec	450	250			450	350		
Met	530	295			465	250	200	150
NP	525	240			455	300		
OJR	520				420	280		
Ox	440	330			440	440		
PD	450	275	300	100	450	275	300	100
PV	400	180			500	180		
Ph	350	250	275	150	550	300	275	200
P	250	150			334	150		

CONTINUED NEXT PAGE

High Salaries Paid

GIRLS' ATHLETICS (CONT.)

District	Var. Basketball		Jr. Hi. Basketball		Var. Hockey		Jr. Hi. Hockey	
	Head	Asst.	Head	Asst.	Head	Asst.	Head	Asst.
R	$900	$600	$600	$	$900	$600	$600	$600
Ri	627	462	495	429	627	462	495	429
RTM	610	420	300	225	475	330	300	225
SH	525	350			525	350		
Spg								
So	528	180	288	168	440	198	336	160
SD	540	420	270		720	480	270	
ST	535	291	214	194	642	388	535	291
SF	300	329			598	347		
TE	375	250	550	210	600	250	400	175
UA	350				350			
UD	450	240	420	180	540	300	300	180
UDb	455	325	325	195	650	455	390	260
UM	520	390	390	325	520	390	390	325
UP	535	345	255		540	280	280	
Way	262	168			210	168		
WSh	415	275			350	200		
Wil	400	250			400	250		
Wis	446	243	540	308	675	270	473	219
Y	625	407			440	330		

High Salaries Paid

GIRLS' ATHLETICS (CONT.)

District	Var. Lacrosse		Jr. Hi.Lacr.		Softball		Tennis	
	Head	Asst.	Head	Asst,	Head	Asst.*	Head	Jr.Hi.
B	$550	$	$	$	$500	$	$	$
Che					450	325	450	
Chi					300	200		
CA	300				325		390	
Col							380	
CL							275	
DC	300							
DT					400	250		
Der							375	
DA	330	240					297	
GM					400	250		
GV	517	370	360	180			380	
HH	350						350	105
H	504	360	392	294			270	
J	400		150				200	
LA	508	290	508	290			290	
LM	670	480					445	
MN	420	250	210	140	320	270	400	
Met	530						390	
NP	455				325		280	
OJR	620	310			510			
PD	450	275					100	
PV	200	120						
Ph	500	200	350	150			325	
P	200						384	
R	800	500	600	600			500	
Ri	627	462	495	429	627	462	297	
RTM	450	310	300	225			330	
SH	525	350						
So	442	150			234	150	448	

CONTINUED NEXT PAGE

High Salaries Paid

GIRLS' ATHLETICS (CONT.)

District	Var. Lacrosse		Jr.Hi.Lacrosse		Softball		Tennis	
	Head	Asst.	Head	Asst.	Head	Asst.*	Head	Jr.Hi.
SD	$720	$360	$	$	$	$	$420	$
ST	642	388	291				388	291
SF	347	329						
TE	450	250	250	175			300	
UD	630	300					360	
UDb	455	325	325	195			325	
UM	520	390	390	325			455	
UP	401	230			440	255	505	
WSh					300			
Wil					400		250	
Wis	579	269	446	311	338	196	405	
Y					440			

*Note: Softball asst. includes junior high.

High Salaries Paid

GIRLS' ATHLETICS (CONT.)

District	Swimming		Other	Intramurals		Fac.Mgr./Ath.Dir.	
	Head	Asst*		Sr. Hi.	Jr.Hi.	Sr. Hi.	Jr. Hi.
B	$	$	$	$165	$195	$	$
Che			450		200	300	350
Chi				150	150		
CA	300	250					
Col				114			
DT			400				
DA				210			
Gb				50	50		
GM			350				
Han			100	220	100		220
HH				420	420		
H	345		151	302	588	540	686
LA				737			
LM	670	285					
MN	400		350	140	140	450	630
Mec						200	
Met	460						
NP				120	300		
OJR			390				
PV				200			
Ph					120		
R	400		500				
Ri				231			
RTM			415	175	100		
SD			120	300	400		
ST	582	114	214				
SF					96		
TE	375						
UD	360			120	150		
UDb	455						
UM	520	390	390		260		

CONTINUED NEXT PAGE

High Salaries Paid

GIRLS' ATHLETICS (CONT,)

District	Swimming		Other	Intramurals		Fac.Mgr./Ath.Dir.	
	Head	Asst.*		Sr. Hi.	Jr.Hi.	Sr. Hi.	Jr.Hi.
UP	$401	$	$	$	$	$427	$
Wil	250		245	55			
Wis	560						

*Note: Swimming asst. includes junior high.

PART IV

NON - ATHLETIC ACTIVITIES

Summary

Compensation for advising or directing of non-athletic activities, while not as comprehensive or as extensive as for athletics, is nevertheless a widespread thing. In the districts reporting, directors of instrumental music (primarily band directors) and yearbook advisors were the highest-paid, with mean compensations of $585 and $434 respectively.

Frequency Distribution, All Salaries By Position

NON-ATHLETIC ACTIVITIES

	Senior High School				Junior High School		
Salary Range	Play Director	Stage Manager	Class Play	Other* Drama	Play Director	Stage Manager	Other Drama
$800-899		1					
700-799	1	2		1			
600-699	3						
500-599	2	1					
400-499	10	3	2				
300-399	6	5	6	6	1		
200-299	8	10	10	4	9	4	7
100-199	6	7	2	7	16	11	6
Under $100		1	2			10	3
TOTALS	36	30	22	18	26	25	16
High	$700	800	446	731	300	240	294
Low	100	82	60	200	100	50	75
Median	343	238	250		172	100	162
Mean	345	305	262		185	132	176

* *

	**Instrumental Music		Vocal Music		Other	Cheerleaders		
Salary Range	Sr.Hi.	Jr.Hi.	Sr.Hi.	Jr.Hi.	Music	Sr.Hi.	Jr.Hi.	Majorettes#
Above $1800	1							
$1700-1799								
1600-1699								
1500-1599								
1400-1499								
1300-1399	1							
1200-1299								
1100-1199	1		1					
1000-1099	3							
900- 999	1		1					
800- 899	4	2	1					
700- 799	4	2	1					
600- 699	13		3			2		
500- 599	6	3	2	1		1		2
400- 499	9	6	5	2	1	7		2
300- 399	8	9	5	4		15	1	3
200- 299	4	13	9	12	2	15	11	8
100- 199	2	15		19	4	13	36	12
Under $100	1	2		3	1	2	3	
TOTALS	58	52	28	41	8	55	51	27
High	$1890	898	1138	525	400	650	330	500
Low	50	50	200	75	75	50	25	100
Median	584	263	357	175		252	140	210
Mean	585	305	394	205		272	146	240

*Note: Other drama includes musicals and operettas.

**Note: Instrumental music includes orchestras and bands.

#Note: Majorettes includes band front, twirlers, pom girls, drill team, etc.

Frequency Distribution, All Salaries By Position

NON-ATHLETIC ACTIVITIES (CONT.)

	Magazine		Yearbook		Newspaper		SrHi.	JrHi.
Salary Range	Advisor	Manager	Advisor	Manager	Advisor	Manager	Misc.	Misc.
$1000-1099					1			
900- 999			1					
800- 899			1		1			
700- 799			2		1			
600- 699			5		5			
500- 599			12	2	1			2
400- 499	1	1	7	1	6	2	1	1
300- 399	5		13	2	10	3	1	8
200- 299	1		7	5	13	3		15
100- 199	6	4	3	7	7	3	6	17
Under $100				1		1		11
TOTALS	13	5	51	18	45	12	8	54
High	$480	400	957	525	1050	490	450	535
Low	120	100	150	75	120	50	100	50
Median	291	150	400	205	300	276		
Mean	254	188	434	246	361	275		

* *

Class Advisors

Salary Range	Senior	Junior	Sophomore	Freshman
$500-599	6			
400-499	4			
300-399	17	7		
200-299	19	26	8	1
100-199	20	27	34	7
Under $100	3	6	12	8
TOTALS	69	66	54	16
High	$585	390	260	200
Low	50	25	30	30
Median	260	195	140	100
Mean	269	193	135	104

Frequency Distribution, All Salaries By Position

NON-ATHLETIC ACTIVITIES (CONT.)

	Student Gov.		A-V Coordinator			Miscellaneous	
Salary Range	Sr. Hi.	Jr. Hi.	Sr. Hi.	Jr. Hi.	Forensics	Sr. Hi.	Jr. Hi.
$900-999			1				
800-899	1						
700-799			1	1			
600-699	2			1	1	2	
500-599	1		5			4	3
400-499	7	1		1	3	4	2
300-399	13	6	9	3	2	14	6
200-299	10	14	2	9	7	24	14
100-199	9	24	2	6	4	30	25
Under $100	1	2		3	2	11	17
TOTALS	44	47	20	24	19	88	67
High	$800	450	910	770	605	600	500
Low	75	97	150	60	50	75	30
Median	307	195	340	210	214		
Mean	315	191	397	256	251		

High Salary Paid

NON-ATHLETIC ACTIVITIES

District	Stage Productions						
	Senior High School				Junior High		
	Play Director	Stage Manager	Class Play	Other* Drama	Play Director	Stage Manager	Other Drama
B	$	$	$422	$	$	$	$
Chi	400	400					
CA		488		731			162
Col			228				
CL				250			
DC	200	100		300	200	100	
DT				150			
DA		150	240	240		95	
Gb	200	150			100	100	
GM					150		
GV				360			
Han	200			200			
HH	420	210			210	140	
H	138	207	446		240	240	240
J	400				125		
K			250				
LA		290	334	290			
Leb	300	300			150	100	
LM	600	200	60				
MN	320	800	320			210	
Mec		350	150			150	
Met	275	150		100			
NP	210	390					
OJR	510	400					
Ox	440	330		385	165		
PD				225			150
PV	200	150			100		
Ph			150	150	100		
P		228	284	350		192	220
R	700						

CONTINUED NEXT PAGE

High Salary Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Stage Productions

District	Senior High School				Junior High School		
	Play Director	Stage Manager	Class Play	Other* Drama	Play Director	Stage Manager	Other Drama
Ri	$429	$792	$	$	$	$231	$
RTM	450				300		
Spg	200	250				50	
So	400						
SD			240				
ST	642	214			291		
SF					180		
TE	437						
UA			75				
UD	360	240			270	60	
UDb		600				195	
UM	325	260			195		
UP	600	200					
Way	420						
WSh		500	200	300	150		
Wil		700	250				
Wis	280	237					
Y	374		330				

*Note: Other Drama includes operetta or musical.

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Music & Cheerleading

District	Instrumental*		Vocal Music		Other	Cheerleading		
	Sr. Hi.	Jr. Hi.	Sr. Hi.	Jr. Hi.	Music (Sr.)	Sr. Hi.	Jr. Hi.	Majorettes**
B	$870	$720	$	$	$	$302	$165	$420
Che	1000	350		350		450	200	
Chi	700	300	200	100		300	100	
CA	1138	520	1138	260		650	162	406
Col	684		304			380		114
CL	350					225		100
DC	600			100		200	100	200
DT						300	150	
Der	550	50	250			150	125	150
DA	750	120		240		240		180
Gb	300					75		
GM	600				400	350		100
GV	660					216	180	270
Han						200	100	
HH	700	420	280	140		210	140	210
H	446	240	270	216		207	150	
J	500					100		
K	200		200			250	150	
LA	835		944			283	110	
Leb						300	100	
LM	445					430	330	250
MN	1000	450	720			450	140	210
Mec	800	500	300	75		50	25	150
Met	650					300	150	
NP	750	300	450	140		120	140	120
OJR	980	740				390	210	
Ox	550	275				440		
PD		350	250	175	100	300		
PV	400	300	200	200		150	50	150
Ph	650	300	275	125		400	150	
P		290				192	100	178

CONTINUED NEXT PAGE

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Music & Cheerleading

District	Instrumental Music*		Vocal Music		Other	Cheerleaders		
	Sr. Hi.	Jr. Hi.	Sr. Hi.	Jr. Hi.	Music (Sr.)	Sr. Hi.	Jr. Hi.	Majorettes**
R	$400	$	$400	$	$	$300	$	$500
Ri	429	264	429	231		429	297	231
RTM	625	375	300	375		200	125	
SH	638		300			600		
Spg	400				200	200	100	
So	600	150	225	100		150	100	225
SD	840	480	640	280		180		
ST	582					291	107	388
SF	1376	898		300			259	
TE	1045							
UA	350							
UD	315	360	840	525	75	150	180	120
UDb	585					325		260
UM	650	195	520	195		520	195	390
UP	1890	190	450	228		255		
Way	525	262	420			184		
WSh	550	300	300	100		300		125
Wil	450	350	600			300	150	500
Wis	675					432		
Y	460		550					

*Note: Instrumental includes Bands and Orchestra.

**Note: Majorettes include band front, drill team, color guard, twirlers.

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Publications

District	Magazine		Yearbook		Newspaper		Sr.Hi.	Jr.Hi.
	Advisor	Manager	Advisor	Manager	Advisor	Manager	Misc.	Publ.
B	$150	$	$720	$	$660	$	$300	$247
Chi		100	300		200			200
CA					812	488		125
Col	304		380	254				
CL					200			
DC			450		400			200
DT			250		300	175		
Der			350		200			
DA			720	210	650			275
Gb			150	75	175			
GM			350		250			200
GV			500		297		450	
Han			200		200			100
HH				490		490		280
H	138		892		669		138	432
J			500		300			
K			250					
LA			501		436			
Leb			450		300			150
LM	330		330		385	385		330
MN	140		400		400	135		320
Mec			300		200			150
Met			300	200	300			150
NP	120	150	525	560	130	260		60
OJR			630					300
Ox			330		192			154
PD			375	100		350		150
PV			250	100	200			100
Ph			300	300	120			90
P			530	192	484	50		334

CONTINUED NEXT PAGE

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Publications

District	Magazine		Yearbook		Newspaper		Sr. Hi.	Jr. Hi.
	Advisor	Manager	Advisor	Manager	Advisor	Manager	Misc.	Publ.
R	$300	$400	$400	$	$	$	$	$
Ri	363		957		660			264
RTM					300			300
SH			525		188			
Spg				100				50
So	175		600	150	300			150
SD			600	350	700	300		320
ST	291		535	214	291	291		535
SF								87
TE			400		562			
UA			150		125			
UD	480	180	540		1050			270
UDb			390	195	260			195
UM			325		325			195
UP			440		200			
Way			525	525	262			79
WSh		110	500	175	450	160		200
Wil			500		300			
Wis			675		360			338
Y	374		220					

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Class Advisors

District	Senior Class	Junior Class	Sophomore Class	Freshman Class
B	$325	$300	$125	$125
Chi	100	75	50	
Col	228	152	76	
DC	150	150	150	150
DT	250	150	125	
Der	250	250		
Gb	60	45	30	30
GV	460	270	144	144
HH	350	210		
H	172	138	104	
J	150	150	150	150
K		150		
LA	421	145		
Leb	200	150	150	150
MN	360	210	140	
Mec	200	100	50	
Met	150	100		
NP	585	300	120	
OJR	300	270	140	200
PD	325	225	200	
PV	150	100	75	
Ph	150	125	100	50
P	350	250	200	
R	200			
Ri	495	363	231	
RTM	300	225	175	150
SH	300	187	187	75
So	150	200	100	

CONTINUED NEXT PAGE

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Class Advisors

District	Senior Class	Junior Class	Sophomore Class	Freshman Class
SD	$350	$280	$150	$
ST	291	214		
TE	390			
UA	50	25		
UDb	260	260	130	
UM	520	390	260	
UP	550	220	75	75
Way	262	210	158	
WSh	220	165	140	65
Wis	253	277	102	
Y	490	110		

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Miscellaneous

District	Student Gov.		A-V Coordinator			Other	Other
	Sr. Hi.	Jr. Hi.	Sr. Hi.	Jr. Hi.	Forensics	Sr. Hi.	Jr. Hi.
B	$420	$	$500	$	$400	$280	$
Che			300				
Chi	200	200	300			100	
CA	800	162					
Col	152					76	
CL	100						
DC	200	200					
DT	250	150				350	
Der			500				
DA	325	240	330	230		480	210
Gb	75						30
GM	250	100	150	150	50		100
GV	470	450		261		270	
Han	350	100		100	200		
HH	420	280	350	280	280	350	350
H	138			480		108	
J	200	200				300	
K		150					
LA		290	378			334	
Leb					300	600	
LM	330	330			605	250	
MN	350	210	750		240		375
Mec	150				150		50
Met	300	200				100	100
NP	210	180		75	195	450	120
OJR	510	210	910	770		510	300
Ox	330	330	220	220			
PD	150	200	300				
PV			150	150			
Ph	150	125					
P	284	192					

CONTINUED NEXT PAGE

High Salaries Paid

NON-ATHLETIC ACTIVITIES (CONT.)

Miscellaneous

District	Student Gov.		A-V Coordinator			Other	Other
	Sr. Hi.	Jr. Hi.	Sr. Hi	Jr. Hi.	Forensics	Sr. Hi.	Jr. Hi.
R	$400	$	$	$	$	$	$
Ri	495	264	297	297		495	231
RTM	300	150				500	500
SH	450		525			300	300
Spg			350	100	100		100
So	250	100				200	100
SD						280	
ST	291	97			214	194	428
SF		127					230
TE		300					
UDb					325		260
UM	390	195				325	65
UP	380	225	520	650			
Way	368		315	158		525	
WSh			500		220		50
Wis	351	338		203	405	405	338
Y	165		495				